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# intermountain Reporter

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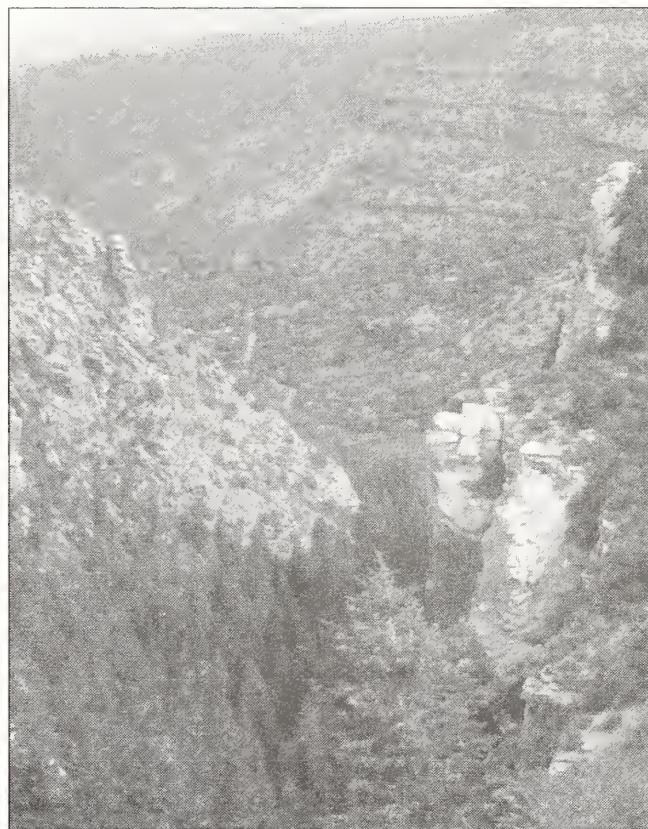
## Manti-LaSal Looks to the Future of Recreation

*"These days I walk into a restaurant and hear lots of languages—and none of them are English."*

This observation by an employee of the Manti-LaSal NF illustrates the dramatic change the Colorado Plateau is undergoing. The Plateau is a vast upland of twisted canyons, high mesas, isolated mountain ranges, and red deserts guarded by sandstone spires. It comprises southern Utah, northern Arizona, southwestern Colorado and northwestern New Mexico — roughly speaking, the Four Corners area.

Until recently, this breathtaking and forbidding country was known to few except local residents and movie directors. Now the Colorado Plateau is a favorite vacation choice for European and Asian travelers, as well as people from all parts of the U.S. Small farming communities

are feeling the impact and showing the change—towns that got by with a market and a gas station now offer luxury bed-and-breakfast accommodations, art galleries, and gourmet coffee shops.



Bull Canyon.

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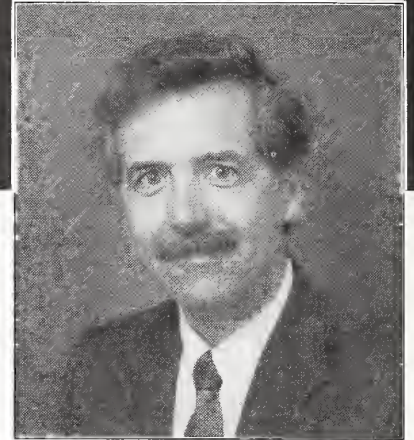
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## What the National Forest Foundation Can Do For You



I have felt for a number of years that an organization like the National Forest Foundation (NFF) could be extremely beneficial to the Forest Service. It is an organization that can help us move aggressively into the future world of public-private partnerships, an organization tailor-made to help us provide the kind of Government leadership and public service partnerships that the future demands. Congress created this organization to support the Forest Service and its employees, and it was created with full cooperation of the Forest Service.

NFF is our official non-profit partner and can do what we can't—it can solicit concerned citizens, corporations and foundation to support National Forest programs and activities. Particularly, programs such as environmental education and others that have not fared well in recent national budgets. The NFF can also help broaden public awareness and appreciation of the Forest Service mission using methods such as advertising and taking positions on issues that would be considered

lobbying and therefore off-limits to the agency.

NFF has already provided significant support—it returns \$1.50 to the Forest Service for every \$1.00 received. It provides support for humanitarian projects, such as the firefighter emergency fund and disaster relief; youth and education programs; and conservation programs.

So why should we as Forest Service employees join the Foundation?

Because supporting our own Foundation is a logical prerequisite to getting public, corporate and foundation support. If we can't energize ourselves, it isn't likely we'll be effective in convincing the public and these other organizations that the NFF is worth supporting.

The NFF membership program can be positive, rewarding, and fulfilling. It can help build and shape something new that stands for all the good things we work so hard for. And it's an organization of people dedicated to the Forest Service mission and cause.

Joining the NFF will help gain support of people and organizations who know us best, care the most about what we do, and want to perpetuate what we want to protect. It can help us realize there's lots of support and appreciation for what the Forest Service does and stands for.

By now everyone should have received a membership brochure. If you haven't, each Forest has an NFF coordinator that has a supply. I hope everyone will take the time to look at the brochure and think about joining this worthwhile organization.

## Editorial Policy—Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.

3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 1st of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG, (M.DUGAN:R04F12A) and a hard copy to

- Meghan Dugan, Payette NF, P.O. Box 1026, McCall, Idaho 83638. Photos to accompany text are to be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
  8. Photos should be black and white.
  9. All articles are subject to editing.
  10. Not all articles that are submitted will be printed.
  11. The Editor has final say over content.

## Region Four's Partnership Council, a Model of Collaboration



In October 1993, the President signed an Executive Order calling for the formation of partnerships between management, employees, and unions at the various organizational levels within the Federal Government to assist in reforming Government to provide quality service to the public.

This order led to the formation of the INTERMOUNTAIN REGION PARTNERSHIP COUNCIL in August 1994.

The purpose of the Council is to see that problems are resolved at their inception, that employees are involved in decisions about reorganization, and that all parties share in the responsibilities and rewards of these efforts. The objective of the council is to use interest-based bargaining and consensual methods of dispute resolution.

These methods have led to smooth working relations and some notable successes. Two of these are the work at home policy and the equity placement process for the Region. The Council is now working on providing training on the May 1996 Master Agreement and the reorganization of the Ecogroups.

The hard work that has been done on these projects has led to excellent relations and mutual respect among all the members of the Council.

The Council is composed of eight members; four from the Union and four from management, along with an advisor from Personnel. The union members are: George Christopher, RO Engineering; Arlene Heap, Dixie NF; Jeanne Smith, Bridger-Teton NF; and Cathy Becker, Salmon-Challis NFs. Management

members are: Jack Blackwell, Deputy Regional Forester; Paul Bryant, Assistant District Ranger, Boise Front; Janette Kaiser, Supervisor, Manti-La Sal NF; and Curt Peterson, Acting Director, Personnel Management. Kathy Brechbill and Carolyn Reynolds of RO Personnel are advisors.

The Union representatives to the Council are selected from employees on the bargaining units within the Intermountain Region. Those units are: the RO along with the Boise, Bridger-Teton, Dixie, Fishlake, Manti-La Sal, Payette, and Salmon-Challis NFs.

Meetings of the Partnership Council are held four times a year. They are rotated around the various bargaining units so employees may sit in on the meetings and, during an open portion of the meeting, voice their concerns. The next meeting of the Partnership Council is scheduled for November 19-20 in Cedar City.

The successful operation of the Partnership Council has led to employee involvement in the Region's reorganization process. By dealing with problems at their inception and on an interest basis, with consensual agreements, the Region can avoid the tremendous costs of grievances and arbitration.

by Andy Godfrey  
Public Involvement Coordinator  
Strategic Communications Team

## Correct Pronunciation is as Important as Correct Word Choice

Here's a list of the 25 words most commonly mispronounced

nuclear .....	NOO-klee-ur
realtor .....	REE-ul-tur
February .....	FEB-roo-er-ee
jewelry .....	JOO-wuul-ree
athlete .....	ATH-leet
arctic .....	AHRK-tik
aquamarine .....	AK-wa-ma-reen
auxiliary .....	awg-ZIL-yuh-ree
mischievous .....	MIS-chi-vus
height .....	HYT
often .....	AWF-en or AHF-en
wash .....	WAHSH or WAWSH
heinous .....	HAY-nis
transient .....	TRAN-shent
superfluous .....	soo-PUR-floo-us
status .....	STAT-tus
data .....	DAY-tuh
species .....	SPEE-sheez
schizophrenia .....	SKIT-suh-FREE-nee-uh
qualm .....	KWAHM
prestigious .....	pre-STIJ-us
poinsettia .....	poyn-SET-ee-uh
possess .....	puh-ZES
pianist .....	pee-AN-ist
new .....	preferably, NYOO;
.....	also, NOO

**FOR MORE TIPS,  
SEE PAGE 13**



# Forest

Continued from page 1

Although most visitors concentrate on the national parks, the Manti-LaSal and other National Forests of the region are beginning to feel the impacts of exploding visitation and changing recreation uses. "We're on the cusp of a lot of demand," says Monticello District Ranger Glenn Casamassa. "We need to be looking ahead, and planning now."

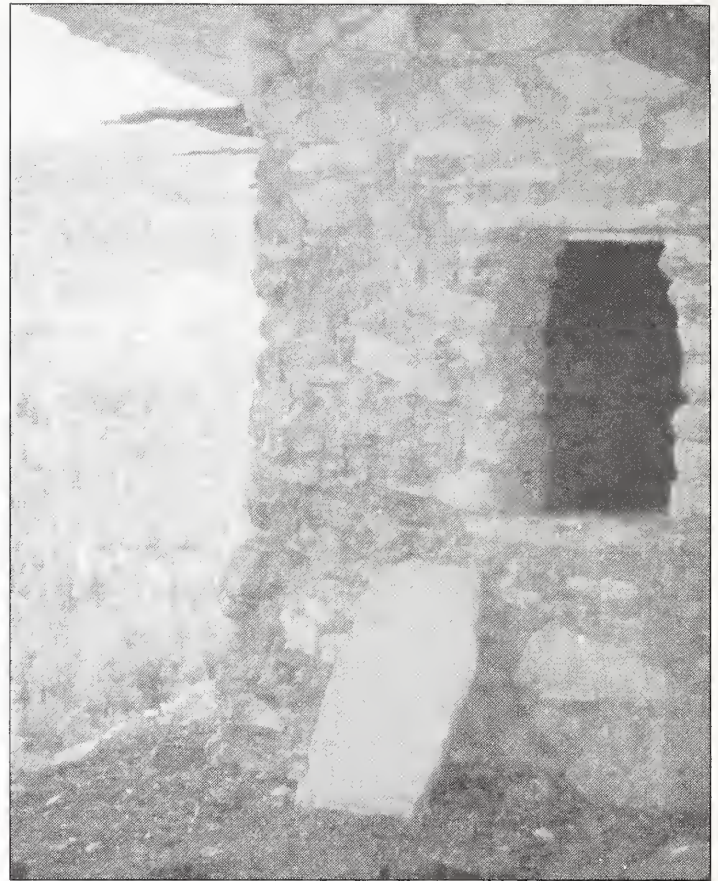
The Manti-LaSal is doing just that. Recognizing, as Forest Supervisor Janette Kaiser says, that "recreation is our future," the Forest is working on planning a recreation strategy to meet changing and growing demand in a time of declining budgets. "Making long-term strategic changes in our management is our first priority," she says.

The strategy planning process is being conducted as a team effort by Forest employees involved in recreation. Joe Gallagher, Assistant Staff Officer for Recreation and Heritage on the Boise NF, is mentoring the effort, and the RO service team led by Bob Ross, Director of Recreation and Lands, is providing assistance. "We simply couldn't get the job done without their help," Kaiser says. "The revised service team role is one instance where the RO reorganization has resulted in increased help to the field. The RO is a true partner in

finding new solutions to today's problems."

The first step in the planning effort is to assess the current situation. The Forest team has identified a diverse suite of recreation resources on the Manti-LaSal. A few examples are quality dispersed recreation opportunities in stream canyons and near flatwater fisheries, two National Recreation Trails, high quality archaeological resources, and a medium-size wilderness area (Dark Canyon).

The team has described current uses, such as intensive dispersed camping by local and in-state users, family reunions, motorized trail use, and equestrian use of trails. A key



The combination of a sheltered location, an arid environment and excellent stone masonry skills has helped to preserve this Anasazi ruin. These buildings still need continual maintenance if they are to be preserved for future generations.

*Ross sees implications in this strategic planning effort for the entire Intermountain Region. The Colorado Plateau, he says, "is attracting people from all over the world who come with high expectations to experience vast open spaces, pristine air, scenery, and exceptional recreation and tourism opportunities. This is not a temporary aberration. These people continue to arrive in larger numbers with new toys, more buses, more money, and a desire to push the limits and be taken care of. All this should be sending us some very alarming messages about planning, coordinating, being thoughtful and serious about the future—and being willing to take on highly visible leadership roles in communities. My view is that we can learn a lot about our 'futures' from how we deal with the Colorado Plateau. It's a harbinger for many places across the West."*

step is to then accurately identify recreation trends to establish forestwide priorities for protecting and enhancing recreation resources. "Human behavior on public land, that's what recreation is for the Forest Service," says Gallagher. "Dealing with it: reinforcing appropriate behavior, modifying inappropriate behavior when necessary, that's our job."

Some trends include dealing with displaced recreationists from the Wasatch Front; potential for greatly increased visitation associated with the 2002 Olympics; growing international visitation; potential for more outfitting/guiding and special event use; interest in heritage sites; and the exploding popularity of mountain biking in slickrock country.

Another phase of the planning effort will identify current and



potential partners in recreation. Gallagher notes that government agencies "should be dealing with recreation at the Plateau-wide level. The visiting public should have a seamless experience, and not bump into different sets of rules and regulations from agency to agency."

Kaiser agrees: "Federal land managers are recognizing the need to work closely together to provide a quality experience, while at the same time imparting an environmental ethic to our visitors."

The Canyon Country Partnership is an excellent example. This group is composed of federal, state, and local agencies, and community representatives in the Moab area. Among the Partnership's initiatives is a regional strategy to "maintain the special qualities of Canyon Country while addressing the economic needs of residents." The partners use the strategy to guide

their recreation management decisions. Another initiative is the identification of several "intensive recreation management areas" (IRMA's), where a common set of visitor rules is applied. And the Partnership is exploring the idea of a regional user pass.

Partnerships will form the cornerstone of the Manti-LaSal's recreation strategy, and they will go beyond the government sector to include private and nonprofit recreation/tourism providers. The forest team acknowledges that there may be barriers to overcome in terms of policies and procedures, but the potential benefits are great for everyone. "Private operators are not selling beds and showers and meals. They're selling an experience," says Gallagher. He believes many recreation providers are eager to help protect and enhance those experiences.

The team plans to have a first cut of the strategy finished by November. They're finding that the task of systematically assessing the present and creatively imagining the future is a tall order. The payoff, though, is great: the protection and enhancement of one of the grandest and loveliest regions on Earth.

by Fran Reynolds  
Public Affairs Officer  
Southern Utah Eco-Group

*Warner Lake in the Manti-LaSal NF.*





## Caribou NF Joins in Soda Springs Centennial Celebration

**A**lthough the festivities were held on Saturday, May 18, 1996, you could have easily believed it was actually 1896 as the Centennial Celebration got underway in Soda Springs, Idaho. There were the costumes, the "Really Cheap Movies" for two bits at the local theatre, nickel sodas, gunfights and some insights into the life and times of Jesse Fairchild, aka "Carriboo Jack" for whom Caribou County, Caribou Mountain and the Caribou National Forest is named.

The Caribou NF and Soda Springs RD were a big part of the activities. District Ranger Tony Varilone, wearing a top hat and tails, served as MC for the dedication of the Carriboo Jack Memorial Display at Geyser Park in downtown Soda Springs. The display, "Wagon Trains, Miners and Geysers: A History of

Caribou County," is located in the new Geyser Park Information Center near Soda Springs' famous landmark, "The World's Only Captive Geyser." The historical display depicts the life and times of Carriboo Jack, the Oregon Trail, the Caribou NF and southeast Idaho's phosphate and related industries.

The Geyser Park Information Center and Carriboo Jack Interpretive display were Gem Community projects funded in part by Forest Service Rural Development Grant money and completed through the community's energetic support.

Caribou NF Supervisor Paul Nordwall stepped out of time at the Memorial dedication in a vintage 1906 uniform. He spoke of the intrinsic link between the Forest Service as resource managers and local communities such as Soda

Springs and our pride in having a role in the origins and history of the area.

Nordwall described our common legacy with a quote from the 1908 Use Book: "local questions will be decided on local grounds... and where conflicting interests must be reconciled, the question will always be decided from the standpoint of the greatest good of the greatest number in the long run." This standard, said Nordwall, will continue into our 2nd Century of partnership with the City of Soda Springs.

Idaho Senator Larry Craig and Representative Mike Crapo added their congratulations and spoke of their pride in the community spirit and effective collaboration resulting in the huge Centennial Celebration and Carriboo Jack Memorial Display. Throughout the activities appeared a genuine appreciation of the Forest Service and of Ranger Varilone's efforts.

With the new display in place, visitors and residents will understand that the names of various area landmarks may be spelled "Caribou" but originate from a crusty miner and not the wildlife. Varilone announced his next move would be to petition Congress to change the name back to "Carriboo" to avoid further confusion. Senator Craig, Representative Crapo and I kiddingly agreed to the idea and gave it a thumbs-up.

by Rose Davis  
Public Affairs Specialist  
Caribou NF



Caribou FS Paul Nordwall and Idaho Senator Larry Craig (second from right) greet historian Elaine Johnson (middle) and historian-writer Ellen Carney (left front) while Idaho Congressman Michael Crapo (left back) and "top hat" Soda Springs Ranger Tony Varilone look on.



## Carriboo Jack

Jesse Fairchild—"Carriboo Jack"—came to Rocky Bar the fall of 1869. He told tall tales from the Carriboo Mining District of British Columbia where *"the caribou ran so thick that a fellow could run all the way to hell and back atop them and never touch bare ground. Their breath, which turned immediately into snow and ice, kept the north country covered in white. They would build a mountain in a minute with their breath."*

Of himself, he said, *"I was born in a blizzard snowdrift in the worst damn storm to ever hit Canada. I was bathed in a gold pan, suckled by a caribou, wrapped in a buffalo rug, and could whip any grizzly going before I was thirteen. That's when I left home."*

When challenged on his tales he'd respond, *"It is so. I will let you know I am from Carriboo!"*

The "Jack" in the nickname came from his mule, *"so danged smart I had to change socks once a week or she wouldn't let me ride her."* She could open any gate built, *"she stold a full year of grain, a sack at a time from a Quaker farmer—each night he built the latch higher on the door until finally the mule couldn't reach it. That only stopped her one night—the next night the mule was seen standing on hind legs telling the family dog standing on her forehead how to open the latch."*

In 1870, Fairchild was one of several credited as the first to discover gold on the mountain that bears his nickname. Claims were filed (for "Carriboo's Diggings") in Lander because it was thought the area was in Wyoming. Jesse "Carriboo Jack" spent 14 years at the Carriboo mines near Keenan City, till the color played out.

Sitting at a saloon in Soda Springs, he heard of a wounded grizzly bear down by Bear River.

Reinforced with reputation and plenty of drinks, Carriboo Jack took the lead and walked right into the brush after the bear. The bear attacked, Jack's shot missed, and Jim Call finally killed the bear but not until the bear inflicted serious wounds. Medical help from Malad took several hours, but apparently Jack died from blood poisoning within a week when the doctor sewed up his wounds but failed to allow openings so they could properly drain.

Carriboo Jack was buried in Soda Springs where a commemorative grave marker has been established.

Near the cemetery at Geyser Park a visitor center/public restroom commemorates the history of the area and explains the legacy that endures. The Carriboo Jack Memorial was dedicated May 18, 1996 as a central feature of Soda Springs' centennial celebration.

Next time you're in Soda Springs, take a moment and stop to appreciate the source of the

name for the Caribou Mountain, Caribou City, Caribou County and the Caribou National Forest.

by Paul R. Nordwall  
Forest Supervisor  
Caribou National Forest

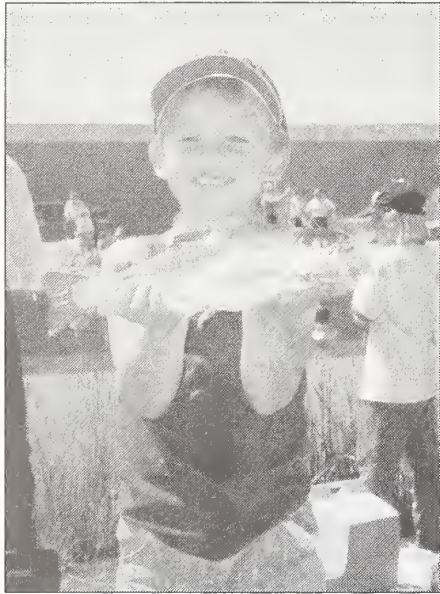
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*\*Note - Quotes used here come from various sources captured in The Mountain Carriboo and Other Gold Camps in Idaho, by Ellen Carney and Elaine S. Johnson of Soda Springs, Traildust Publishing Co., 1994.*



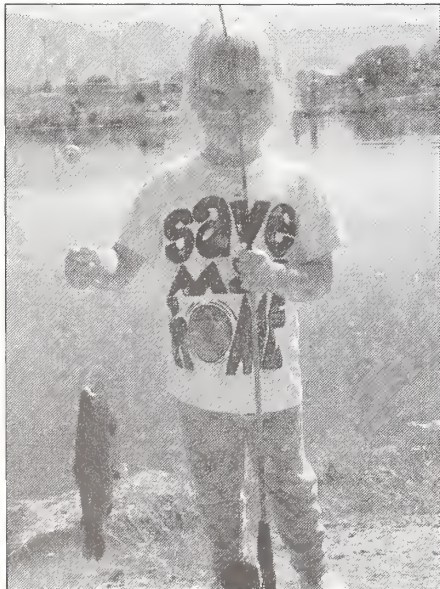


## Big Turnout for 1996 Salmon, Idaho Kids' Fish Fair



Levi Aldous, age 5, caught the biggest fish of the day—1.21 lb. rainbow trout.

A happy angler practicing what she learned at the 4th Annual Salmon, Idaho Kid's Fish Fair.

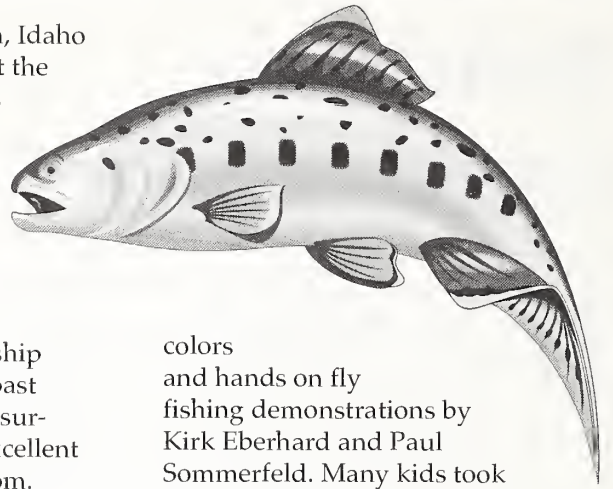


The 4th Annual Salmon, Idaho Kids' Fish Fair, held at the Kids Creek Pond, was a big success. The kids, ages two to 16, attended two fishing clinics where they learned a variety of angling skills.

The Kids Creek Pond is a local cooperative inter-agency / community partnership facility, developed over the past several years. The pond and surrounding park provide an excellent outdoor educational classroom.

Two fishing clinics were set up with five stations each. Kids were entertained by Tom Curet (IDF&G) and Dan Garcia's skit illustrating how not to act when out fishing (an "unethical angler") and how to be an "ethical angler". Next, IDF&G's Sally Gregory talked about fishing regulations. The third station was fish identification by Forest biologist Shanda Fallau. BLMs Frank Bird then presented hands-on knot tying demonstrations, and Kate Forster enthralled the audience with the last station, care of catch, as she demonstrated how to handle and clean a rainbow trout.

Other activities at the Fish Fair included fish painting with water-



colors and hands on fly fishing demonstrations by Kirk Eberhard and Paul Sommerfeld. Many kids took home impressive works of art. Other Fish Fair workers included Mike Larkin / Mark Liter (IDF&G) and Joe Butsick / Gail Baer (FS).

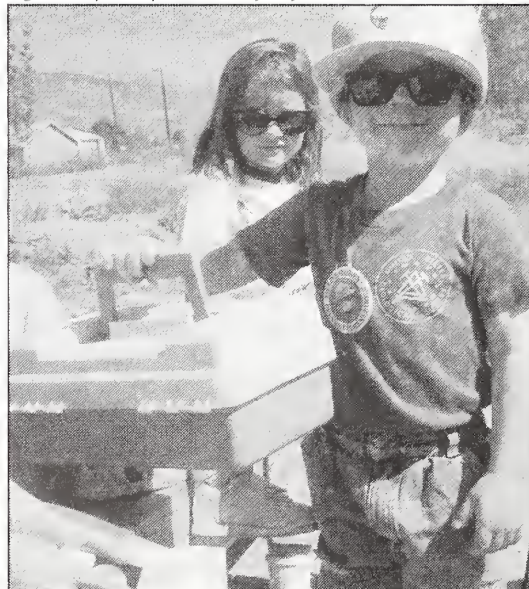
"Hooked on Fishing" International sponsored Kids All-American Fishing Derby Big Fish Contest was also held in conjunction with this year's National Fishing Week's Fish Fair. Levi Aldous, age 5, caught the biggest fish of the day (1.21 lbs, 13 3/8 inch rainbow trout). He won a free mounting of his fish from Salmon Taxidermy as well as a rod and reel for catching the biggest fish in his age group (5 and under). Other big fish winners were awarded a rod and reel combo donated by Trout Unlimited or "Hooked on Fishing" International.

Seventeen rod and reel combos and many other prizes totaling over \$1,000 were donated by the Trout Unlimited-River of No Return Chapter, "Hooked on Fishing" International, and local merchants.

The Annual Salmon, Idaho Kids' Fish Fair and Fishing Derby is an exciting partnership between the Salmon and Challis NFs, the Idaho Department of Fish Game, the Salmon District of the BLM, Trout Unlimited, and many local merchants.

by Daniel Garcia  
Salmon & Challis National  
Forests

One of the many prizes handed out to all the registered participants at the fish fair.





## Fish Get the Upper Hand

**T**he 5th annual Kids Fishing Derby, sponsored by the Weiser RD (Payette NF), Idaho Fish and Game, Bureau of Reclamation and the Weiser Recreation Department was held one Saturday in June at Mann Creek Reservoir.

Thirty local children tried their luck angling for the Mann Creek elusive (rainbow) trout. This year, the wiley fish lived up to this name—not a one was caught.

That's right. Every single young angler got skunked, despite the best efforts of Fish and Game folks, who even furnished a boat and coached some derby participants.

Though the fish weren't biting, the anglers were nonetheless enthusiastic and the casting contest produced three winners.

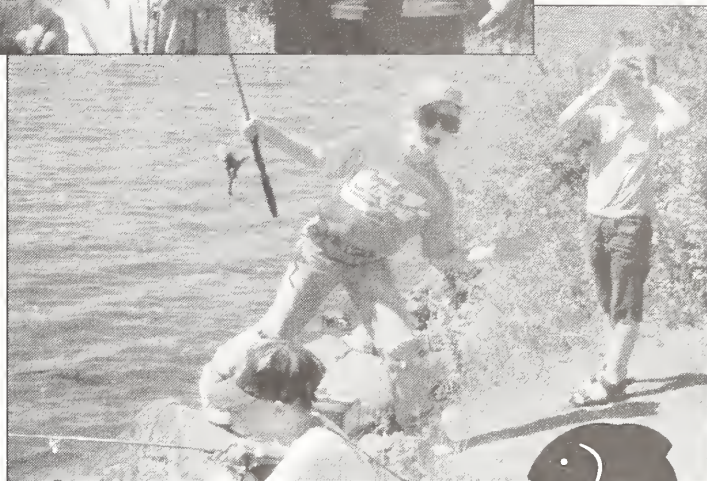
Linda Strain, derby coordinator, said organizers planned to award the prize for the Big Fish in next year's derby, providing the fish cooperate.

Thanks to the local businesses that donated prizes—Mann Creek Store, Weiser and Ontario Wal-Mart—and local sponsors and volunteers who donated their Saturday helping young anglers sharpen their fishing techniques: Idaho Fish and Game; Eric and Heidi Veach, Greg Lesch, and Linda Strain from the Payette NF; and volunteers Chris and Stacey Strain.

by Linda Strain  
Weiser Ranger District  
Payette National Forest



Casting contest winners left to right; Dillan Butthman, Weiser, Stephanie Pugh, Cambridge, and Curt Loos, Weiser.



*Fishing is poor but spirits are up as young anglers clown for a photo.*



**Fishing buddies show off their catch at the Uinta NF's annual Kid's Fishing Day. The event helps over 200 kids with disabilities test their angling skills.**







**O**n June 15, about 28 teams of walkers, runners and bicycle riders showed up at the Elko High School track. It was the beginning of the second twenty-four hour Relay for Life Cancer Walk/Run. Cancer survivors started the walk, followed by the relay teams. For several months, the Forest Service team members had been preparing for this event. We were looking forward to some fun, friendship and relaxation.

The purpose of the RELAY FOR LIFE is to collect money for the American Cancer Society. Folks ask friends and relatives to sponsor them during the walk with a donation. One of the team members, Marta Reyes, outshined everyone by collecting \$550 in cash. Every team member needed to contribute \$10 for a registration fee, and we received T-shirts. Our team members included Mary Beth Marks, Marta Reyes, Nancy Harphant, Lucy Campbell, Juanita Mendive, Virgil and Bonnie Mink, Carol Edwards, Kathy Ramsey, Nora Daniel, Doug Clarke, Bernice McProud, Chrys Olson, Erin O'Connor, Carol Peterson, Penny Stevens, Cheri Howell, Brett Glover, Bonnie Whalen, Ruben Leal. Even though Kathy and Steve Anderson weren't on our team, they visited at our campsite and joined in the fun.

Mary Beth brought her travel trailer for everyone to use and to keep stuff cold for the potluck. Bonnie and Virgil brought a pop up tent/trailer for sleeping, and Carol Edwards and Cheri Howell brought tents. We found out why Virgil is a Wilderness Ranger when it came time to put up the tents—he was the knowledgeable one and got the task done.

During the day, conditions at the field were less than ideal. Many

people had to set up their tents and awnings a second and sometimes a third and fourth time as the wind gusts came through and blew them across the football field.

Later in the evening, there was a program and ceremony dedicated to cancer victims and survivors. Mother Nature could not deter the fortitude of all those involved who participated in this event as a tribute to their loved ones and friends who have been lost to cancer and all those that have fought the hard, hard battle and won.

Here's a portion of the letter we received from the American Cancer Society:

*"Our great thanks for a wonderful turnout and tremendous donation to the American Cancer Society. Your wonderful team raised \$1469 on the day of the event, and we are so grateful. Altogether, through the generosity of Elko, \$28,294. was raised for the Relay for Life, and donations are still coming in!*

*As you know, there are few of us who have not been touched by cancer in our lives, and I hope you realize how much you have contributed to the research, education, and services that ACS can and does offer. You and your team deserve a HUGE THANKS!!!!"*

Our Team Captain, Lucy, has this message for everyone: "Thanks to all that contributed. Thanks to all the walkers/runners, a special thanks to Bonnie/Virgil Mink and Carol Edwards, (they walked during the heat and sandstorm) and heartfelt thanks to Ms. Marta, she is an inspiration to us all!!" We are looking forward to next year.

by Nora Daniel  
Humboldt-Toiyabe National Forest

## Forest Service and Fish and Wildlife Service Cooperate to Protect the Idaho Ground Squirrel

**T**he Northern Idaho ground squirrel is endemic to Idaho and is a Region 4 sensitive species and a "candidate species" under the revised U.S. Fish and Wildlife Service classification. The squirrel population has declined dramatically in recent years because of habitat changes, unfavorable weather and other factors.

On July 16, 1996, Payette Forest Supervisor Dave Alexander, and the Supervisor for the Snake River Basin Office of the U.S. Fish and Wildlife Service, Robert Ruesink, signed a Conservation Agreement (CA) to provide long-term protection for the species. The intent of the CA is a cooperative effort to reduce threats, improve the abundance and distribution of the habitat, educate the public about the issue, and provide long-term monitoring of the squirrel.

As the CA was being signed, the Council RD was treating ground squirrel habitat that was being reduced by forest encroachment. More than 200 acres of habitat were restored this summer by thinning trees and using prescribed fire. The CA outlines opportunities to thin 500 acres of forest and prescribe burn 2,500 acres over the next five years.

Conservation of the Idaho ground squirrel has been a cooperative effort between Federal, State, private landowners, research and private organizations.

by Floyd Gordon  
Wildlife Biologist  
Payette National Forest



## Volunteers Make a Difference

**E**nergetic volunteers and other human resource programs continue with their work in assisting rehabilitation to the South Fork of the Salmon River (SFSR) on the Payette NF. The anadromous SFSR has had major sedimentation problems over the years which makes it a very sensitive drainage.

The road which runs along the SFSR—the South Fork Salmon River Road—has been the subject of major litigation and major rehabilitation efforts. Paving was completed during the summer of 1994. Dennis Gordon, SFSR Project Resource Coordinator, has overseen the project for the past four years. Gordon said, “this is a massive rehabilitation undertaking. It’s going to take continued work and time to stabilize the erosive areas along the paved road and also along the rehabilitated section of closed road.”

An organized volunteer effort has particularly been effective in the successful reestablishment of native plants along obliterated portions of the SFSR Road on the Boise and Payette NFs. Fred Dauber, Krassel District Ranger on the Payette National Forest said, “It’s really great to witness volunteers making a significant contribution to the good things going on now in the South Fork”.

The volunteer help has included; Idaho Department of Fish and Game volunteers and reservists, and National Forest volunteers. The volunteer effort has been directed by Mary Dudley, IDF&G Volunteer Coordinator, and Tom Crawford, a hydrology technician and rehabilitation specialist for the Payette NF.

The volunteers have collected native plant seeds for plant propagation each of the last four years. The

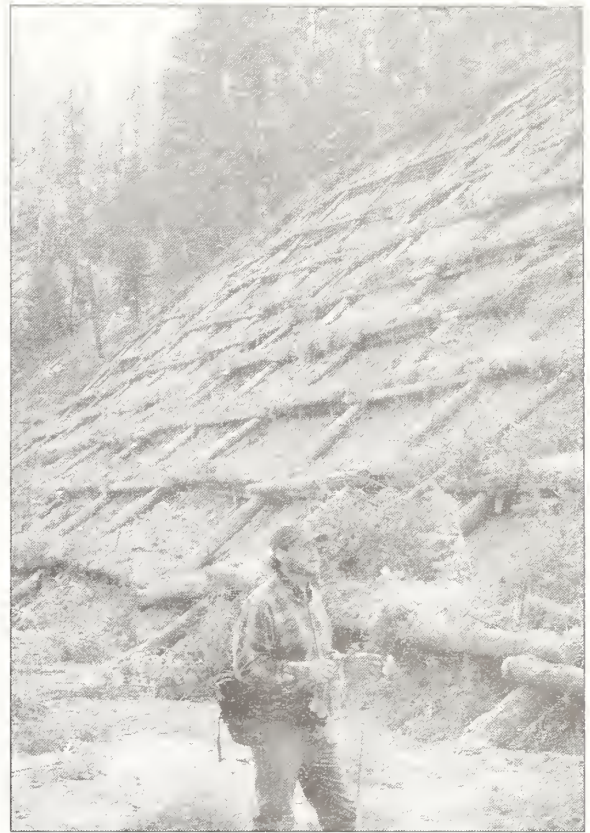
plants are then planted in elevation specific zones to assure optimum survival. Over 5,000 plants made up of over a dozen different plant species are generally planted each Spring.

Tom Crawford said, “The amount of help provided by volunteers allows the planting all to be done during the short planting window and also helps immensely for our limited crew to get other needed things done, such as work on maintenance of several large grid structures designed to help stabilize restored road cutslopes.”

Retired IDF&G Regional Supervisor Stacy Gebhards of McCall has also volunteered his packing skills and mules to haul the containerized plants to various staging areas for the planters.

It is commendable that volunteers are willing to contribute and be a special and significant part of this major rehabilitation effort.

by Al Becker  
Natural Resource Specialist  
New Meadows Ranger District  
Payette National Forest



*Tom Crawford, Hydrology Technician and Rehabilitation Specialist, explains the day's chores to the volunteer group. In the background is a log grid structure built for stabilizing road cut slopes and fill slopes.*



*A Fish and Game volunteer plants native trees and shrubs on the obliterated road surface.*

# Showcase on Service

Middle Fork Ranger District  
Salmon/Challis National Forest

Dear Outdoor Professionals:

I'm 50 years old and have done some gut-wrenching high-water Cat trips in Utah, but "I ain't never seen no stuff like this," i.e., your magnificent river at high water.

We put in on June 7 at Marsh Creek, and it's my understanding the river went over nine feet during the next few days. Our overall stats were three out of six boats flipped, 11+ folks swam at least once, two boats were loose, significant personal gear loss,... But, no injuries. It was an absolutely great trip, in spite of the lousy report card I just shared with you.

By the way, you folks are great... This Okie lost his boat through pilot error, admitted the river kicked his butt, and you held your snickers until he was out of earshot... thanks! The check-in at Indian Creek was one of the best I've ever had. An excellent verbal rendering of the physical and spiritual aspects of the canyon with appropriate emphasis on the pragmatic issues of housekeeping in a busy river corridor. Outstanding, all around!

I'll be back if you let me, not to challenge the river, but to challenge myself and to live at a level that no other experience I've ever had in life allows. Thank you so much for the opportunity, it was the trip of a lifetime.

/s/ Richard L. Bunn  
Tough & Stupid Adventures - Private Trips From Hell  
Tulsa, Oklahoma

Mr. Bob Riddle  
District Ranger  
Heber Ranger District  
Uinta National Forest

Dear Bob,

My wife and I want to express our deepest appreciation for the assistance provided to us by two members of your staff on Tuesday, June 18 at the Strawberry Recreation Area. Rod Hill and Glade Wright came to our aid and assistance.

While fishing in the Mud Creek area of the reservoir, my wife fell and severely broke her ankle. We were about a mile and a half in from the parking lot. Rod went back in with me to check on her condition and then decided to remove her by boat. He and Glade moved her carefully and put her on the boat where we then met the ambulance at the boat ramp.

Please pass our thanks along to these two people for a job well done.

Sincerely yours,

/s/Dick and Fran Traylor

Caribou National Forest

Greetings:

I wanted to write a short letter commending the conduct of one of your law enforcement officers, Mr. Michael Birch. I had the pleasure of meeting Mr. Birch this last weekend while I was out target practicing.

Mr. Birch told me what your plans were for the area, which is next to Fuzzy Tree Farm, due to the increased teen destruction. I hate to see more areas closed to vehicle traffic, but I understand the reason for it. Mr. Birch, who was investigating a recent incident when he stopped, displayed a professional and courteous demeanor. This is the portrayal that needs to be displayed more in light of the negative portrayal presented in the media over the last few years.

Sincerely,

/s/ Craig Rieger



# Showcase Service

May 8, 1996

Ms. Rebecca Hirschi  
Uinta National Forest

Dear Rebecca:

Just a note to thank you and Ms. Lola Murray for attending the Court of Honor on May 7. As Scout Leaders of these five Eagle Scouts, we appreciate your help in suggesting their Eagle Service Projects. They found the projects challenging and rewarding. Through the cooperation and help given by the Forest Service, many young men complete worthwhile Eagle Service Projects.

We also thank you for your generous presentation of a Certificate to each boy as well as to their Varsity Leader, Mr. G.S. Gill. Your attendance and presentations helped make the Court of Honor a great success.

Cordially,

/s/ Frank L. Shafer

August 7, 1996

Lisa Angotti  
Heber Ranger District  
Uinta National Forest

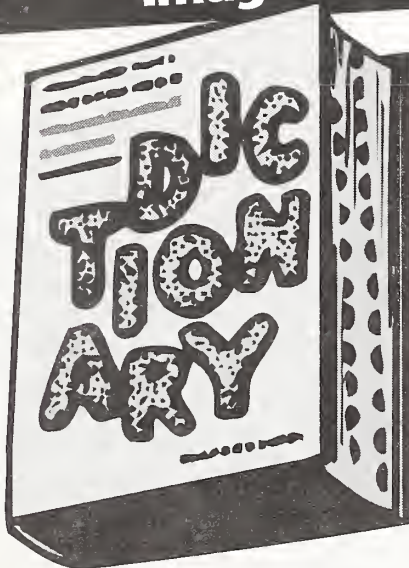
Dear Lisa:

Thank you for all of your help. I had a wonderful time on Trek with Murray North Stake. It's so great that you allow for these activities.

One of the youth in our trek family, when asked what was good in this world, said, "this place!" Another saw the Milky Way for the first time in her life. Thank you again for all your help.

/s/ Karen Graham

## Using the Incorrect Word Could Damage Your Professional Image



Affect .....	(Verb) To change or influence
Effect .....	(Noun) A result or consequence
Anxious .....	Looking forward to with dread
Eager .....	Looking forward to with joy
Bad .....	(Adjective) "I feel bad." (unhappy)
Badly .....	(Adverb) "I feel badly." (numb)
Different from .....	Usually correct
Different than .....	Correct only when "different from" makes a long, awkward sentence
Farther .....	Distance
Further .....	Degree
Healthy .....	Having health
Healthful .....	Giving health
Imply .....	Sender of communication does it
Infer .....	Receiver of communication does
Lay .....	To place (transitive)
Lie .....	To recline (intransitive)
Principal .....	The head of the school, the primary one, money
Principle .....	Value to live by
Raise .....	To lift up (transitive)
Rise .....	To ascend (intransitive)
Set .....	To place (transitive)
Sit .....	To take a seat (intransitive)
Who .....	Subjective case pronoun
Whom .....	Objective case pronoun
Can .....	Capable
May .....	Permissible
Among .....	Three or more
Between .....	Two

**FOR MORE TIPS,  
SEE PAGE 3**

## Boise and Payette National Forests Celebrate Human Rights Day

The Boise and Payette NFs each celebrated their Human Rights Day this past June with similar programs. The program has become a successful tool in raising an awareness of cultural diversity.

Each Forest was treated to a presentation of "The Honor of One" by the Growth and Prevention Theatre Company (GAP) from Seattle, Washington. The company educates using high energy and



The GAP Theatre Company performed "The Honor of One" for both the Boise and Payette's Civil Rights celebrations.

entertainment to encourage people of all backgrounds to make emotional connections to vital social issues. The result was powerful as the presentations generated a standing ovation and a hour of interaction between the audience and the performers.

"Roots" presentations continue to be a favorite among the Forests' employees. Employees from different units volunteer to share their personal history, values and culture. Expressing their life experiences allows us to see our co-workers beyond the workplace, fosters a greater appreciation and understanding of fellow employees as human beings, and provides a common bond at a much more personal level.

John Toomer from the Chugach NF, gave a portrayal of John York, the

only Black member of the 1804 Lewis and Clark Expedition. His presentation highlighted the parallels of the Expedition and the rapid changes of the Forest Service, and the apprehension created by the unknown. He also touched upon the importance of education, setting goals, determination and hard work in overcoming life's obstacles.

At the Boise's celebration, Cherie Buckner Webb, who is on the Board of Directors for the Idaho Black History Museum, acquainted the group with her ancestors and their journey to Idaho. She spoke of the importance of black history in Idaho, and the goals to establish a museum in a refurbished church in Boise.

Nez Perce Tribal Historian Alan Slickpoo entertained the Payette crowd with a creation story of how the Nez Perce people got to this area. On a more serious note, he talked about how everything changes, and nothing stays the same. He related this by talking about how much of "our" land was Nez Perce territory for thousands of years, and everything changed when the Euro-Americans arrived.

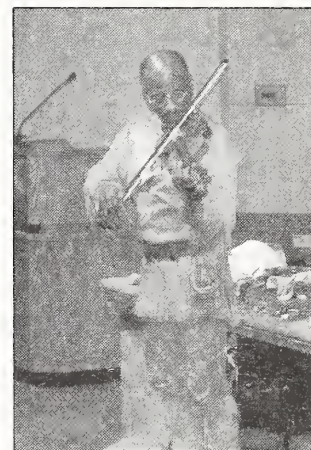
On the Boise NF, a shared 1996 Civil Rights Award was presented to Luz Moreno and Chris Worth for their personal commitment to human rights outside of work. Both are exemplary role models in their communities. It is an honor to have individuals of Chris' and Luz's caliber working on the Boise NF.

On the Payette NF, Jim Evans, a volunteer at the Hard Creek Guard Station, was presented a National Individual Volunteer Award. He was given a plaque signed by Jack Ward Thomas.

Both the Boise and Payette NFs Civil Rights Action Teams believe Human Rights Day is valuable in providing a compounding, long-term effect on our employees. It continues

to be an event that employees look forward to attending year after year.

by Michael Diem and Darla Arana  
Boise National Forest  
and  
Meghan Dugan  
Payette National Forest



John Toomer's presentation highlighted the parallels between the Lewis and Clark Expedition and the rapid changes taking place now in the Forest Service.



Susan Boudreau, Payette NF Ecologist, lets her heritage be known.



Gene Benedict congratulates Jim Evans, a volunteer at the Hard Creek Guard Station. Jim was presented with a National Individual Volunteer Award.



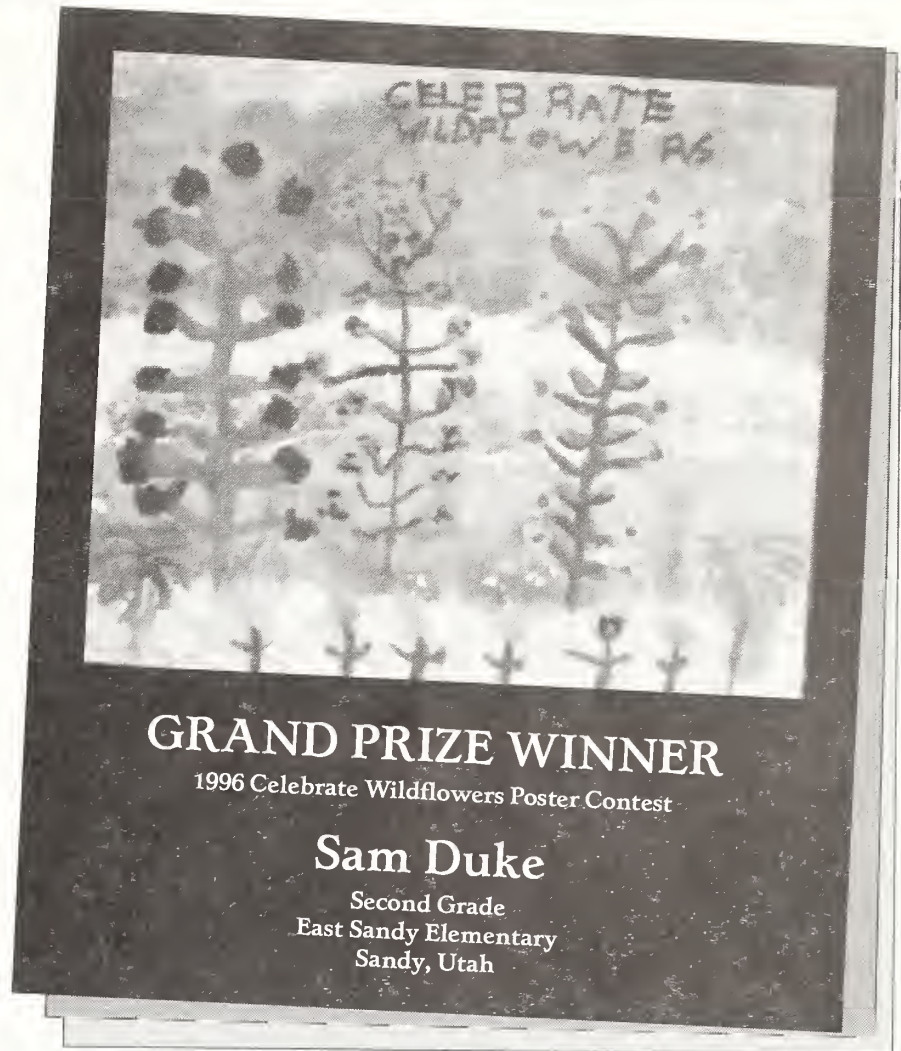
## Sam Duke Wins 1996 Wildflower Poster Contest

The program "Celebrating Wildflowers" promotes the importance of conservation and management of native plants and their habitats by emphasizing their aesthetic, recreational, biological, medicinal, and economic values.

Celebrating Wildflowers is a national program that involves many agencies and partners. The "Celebrating Wildflowers Poster Contest" has been an important part of promoting this program. The objectives of the poster contest are to:

-  celebrate wildflowers!
-  develop a greater understanding of the importance of wildflowers in our environment.
-  recognize the talent and creativity of our young artists.
-  help preserve wildflowers and their natural habitat.
-  provide Intermountain educators with teaching materials about wildflowers and their value within our environment.

Every elementary school in the Intermountain Region is invited to participate in the Intermountain Celebrating Wildflowers Poster Contest. Each school must arrange for judging and prizes in its individual school competition. Judges will select one Intermountain Region winner for each grade.



The contest is sponsored by the Forest Service, Red Butte Garden and Arboretum, Bureau of Land Management, U.S. Soil Conservation Service, U.S. Fish and Wildlife Service, Department of Natural Resources, and Utah Native Plant Society.

On June 14, Teresa Prendusi, Region 4 Botanist, and Pamela Mills Poulson, Program Manager for Red Butte Garden and Arboretum, traveled to Southland Elementary School in Riverton, Utah, to award the 1996 Celebrating Wildflowers Poster Contest Grand Prize to second grader, Sam Duke. Sam received a \$100 Savings Bond, plus his art was reproduced as the poster to commemorate 1997 Celebrating Wildflowers week.

Schools must notify the Celebrating Wildflowers committee of participation in the 1997 Celebrating Wildflowers Poster Contest in writing before December 1, 1996. For more information about next year's poster contest, contact Program Manager, Pamela Mills Poulson of Red Butte Garden and Arboretum at 801-581-3744. Forest Service contacts for the program are:

- Gordon Williams, Wasatch-Cache NF;
- Dee Gardner, Humboldt-Toiyabe NF;
- Frank Carroll, Boise NF.

by Karen Schultz  
Strategic Communications  
Regional Office

## Fishlake Employees Receive Recognition

Three Fishlake NF employees were recently recognized for outstanding contributions in their professional fields. They are: Bob Leonard, Forest Archaeologist; Bert Lowry, Forest Wildlife Biologist; and Kreig Rasmussen, Richfield RD Wildlife Biologist.

Bob Leonard was presented with the 1995 Chief's Windows on the Past award for his work with the "Canyon of Gold" Miner's Park in Bullion Canyon near Marysville, Utah. Bob organized local

volunteers and Passport in Time volunteers to help restore a miner's cabin and self-guided interpretive trail. He also established local partnerships to acquire mining artifacts and equipment used throughout the park to help explain the life of a miner in the late 1800's. This is the second time Bob has received this honor and the first time this national award has been given twice to an individual.

In addition, Bob was just named the 1995 Intermountain Region's Interpreter of the Year as a result of his outstanding efforts in Bullion Canyon.

Bert Lowry received an award from the U.S. Fish and Wildlife Service and the Forest Service for his work in promoting the conservation of rare species on the Fishlake NF.

His efforts, in collaboration with the efforts of individuals from other Forests and agencies, have helped to keep some rare species off the Endangered Species list.

Kreig Rasmussen was named National Forest Conservationist of the Year by the Utah Wildlife Federation. Kreig has worked in close collaboration with federal, state, and local government officials to promote the conservation of wildlife and their habitats on the Fishlake NF and surrounding lands.

Congratulations to these three employees for the recognitions they have received for their individual efforts.

by Linda Jackson  
Public Affairs Specialist  
Fishlake National Forest



## Idaho Governor Recognizes Sawtooth National Forest Employee With Award for Outstanding Achievement in Recreation and Tourism

Dale Hom, Operations Staff Officer for the Sawtooth NF recently received an award for his efforts to promote recreation and tourism. Hom was presented the award for Individual Outstanding Achievement in Recreation and Tourism by Idaho Governor Phil Batt at the 1996 Idaho Governor's Conference on Recreation and Tourism held in Burley, Idaho. The annual meeting is attended by public and private recreation providers in Idaho.

Realizing the potential for increasing opportunity for tourism

by providing new heritage markets that would appeal to non-traditional forest users, Hom has travelled throughout the US to share his passion for Asian ancestry and build bridges for tourism in Idaho. To attract world-wide heritage tours, Hom has been actively working with the Idaho Department of Tourism and Recreation to host visits from diverse areas, including representatives from Taiwan interested in broadening their market.

Hom's 15-year career with the Forest Service led him to an awareness that although Chinese settlement was widespread in Idaho and the Northwest, the maze of stories, places and people were not united. Working through the American Indian and Asian Program of the Washington Office, Hom co-sponsored a Chinese Heritage Tour into Idaho in August of 1994 in cooperation with the Seattle-based Wing Luke Asian Museum.

"Second and third generations of Asian-Americans are beginning to ask questions and explore ties with the past," explained Hom, whose father emigrated from Canton (now

Guangdong Province) to Seattle, where he opened a grocery store. "I think my father's generation was just trying to make the best of a new life."

Shortly after Hom moved with his family in 1992 to take the job on the Sawtooth, he discovered there was a Chinese heritage site just a few miles from his office—a Mon-Tung mining site below the Hansen Bridge east of Twin Falls in the Snake River Canyon. This summer he helped plan a workshop for area teachers at the site.

Hom's passion for Chinese-American history has led him along a path travelled more than one hundred years ago by Chinese miners, laborers and pioneers to Idaho. He's been instrumental in sharing an important message about this part of Idaho's early history and promoting heritage tourism in Idaho.

Submitted by Barbara Todd  
Public Affairs Specialist  
Sawtooth National Forest



## Boise and Payette Foresters Recognized for Outstanding Timber Management



Several foresters on the Boise and Payette NFs have recently been awarded for outstanding work in timber management.

Megan Timoney, Timber Management Assistant for the Idaho City RD, and Gary Eckert, Forester for the Payette NF, were co-named Timber Person of the Year for the Intermountain Region. Glenn Jacobsen, the Payette's Reforestation Forester was recognized with the Al Dahlgreen Reforestation Award.

Timoney was awarded in part for her successfully managed administration of the District's timber program, which became quite complex and demanding after the 1994 wildfires that burned about 125,000 acres on the Idaho City RD. She actively participated in the EIS which was written to salvage dead and dying timber (approximately 200 mmfb). Timoney also provided written statements to the court when the EIS was challenged and supervised her employees who success-

fully prepared and sold over 15 appraisals and timber sale contract packages.

"Megan's handling of the almost ten-fold increase in timber sale activities on the District has been superior," said Idaho City District Ranger Hal Gibbs.

On the Payette NF, Eckert has been one of the principal implementers in reconnaissance, cruising, design, layout, and demonstration marking of about 150 million board feet proposed for salvage sales from the 290,000 acres burned in the '94 wildfires. Eckert organized crews and provided logistical support while participating in broad area assessments, landscape analysis and concluding NEPA documents for 11 large sales in the fire area.

Jacobsen was awarded not only for his high reforestation success rate, but also for his people skills. He makes sure people are equipped to perform the task of reforestation by providing training in the classroom

and hands-on help in the field. He's a teacher, a mentor, and a facilitator in the reforestation program, providing information at National sessions, directly assisting several Regions and Forests, and working with Canadians.

*Jimmy Ragland, RO Timber Management, and Dave Hessel, WO Director of Timber Management, present Megan Timoney a plaque. Timoney was voted R4 Timber Person of the Year.*



*Glenn Jacobsen received the Al Dahlgreen award for Excellence in Reforestation. Glenn is pictured with his wife Patty, left, and daughters Julie and Jamie (right). Jack Amundson, Regional Silviculturist, came to the Payette to present Glenn with his award.*



by Lynette Berriochoa  
Boise National Forest  
and  
Meghan Dugan  
Payette National Forest

## Spanish Fork Ranger District Receives National Volunteer Award



## Eagle Scouts Honored by Forest Service

**T**he Spanish Fork RD of the Uinta NF received a national volunteer award from the Chief. During 1995, the District completed over 25 different projects using 4,000 volunteers who donated a total of 14,000 hours of labor. Without their help, none of this work would have been accomplished.

One of the most noteworthy projects completed was restoration of the Maple Lake recreation area. Volunteers installed fire rings, fishing logs and erosion cloth, completed a fishermans trail, and reseeded some old trails.

The District has also formed many partnerships with local organizations such as the Boy Scouts of America, local school districts, Utah Sportsmen's Alliance, Tooele County Wildlife Federation, Utah Bowmen's Association, and the National Wild Turkey Federation.

In partnership with sportsmen's groups, the District hosts annual activities including the JAKES (Juniors Acquiring Knowledge, Ethics, and Sportsmanship) Event, and a fishing derby for kids with disabilities.

Volunteers are an integral part of all District programs and utilizing these volunteers has become a way of doing business. Each year there are returnees to the program which has helped it grow to become so successful.

by Lola Murray  
Information Assistant  
Uinta National Forest

**T**he Spanish Fork RD recently honored six scouts from Varsity Team 6178 with plaques and certificates of appreciation for their volunteer efforts. These young men, all from the same troop, completed the requirements and received their Eagle Scout awards.

The Scouts built bird and bat houses, then placed them in various areas on the Forest. They also created environmental education boxes containing materials on the topics of botany and leave no trace.

The boxes can be used by local teachers. Some materials for the boxes were donated by REI.

Employees of the Spanish Fork RD would like to thank Joseph Howard, Philip Nibley, Clinton Gerstner, Reuben Cook, Nathaniel Drew, Scott Nemrow, and their leader G.S. Gill for a job well done!

by Lola Murray  
Information Assistant  
Uinta National Forest



*Varsity Team 6178 Eagle Scouts built bird and bat houses and placed them in the Uinta NF. The team also created environmental education boxes for local teachers to use.*

*See page 24 for tips on sending  
photos to Intermountain Reporter*



## Varilone Honored as Ranger of the Year



**T**ony Varilone, Soda Springs District Ranger on the Caribou NF is the recipient of the 1995 Intermountain Region Ranger of the Year award. The award was presented by Regional Forester Dale Bosworth in Ogden, Utah in early May.

"I'm especially proud that Tony's nomination came from his District staff," said Caribou NF Supervisor Paul Nordwall. "I wholeheartedly endorsed the idea and am very proud to have worked with Tony for several years."

The nomination cited Varilone's emphasis on National Forest resource stewardship in all decisions, extensive work in administering four large mines on the Soda Springs RD and producing educational materials about phosphate mining, remarkable accomplishments with volunteers in building warming huts at Caribou Basin and Trail Canyon, and the respect garnered from co-workers, industry, political and community leaders and the public.

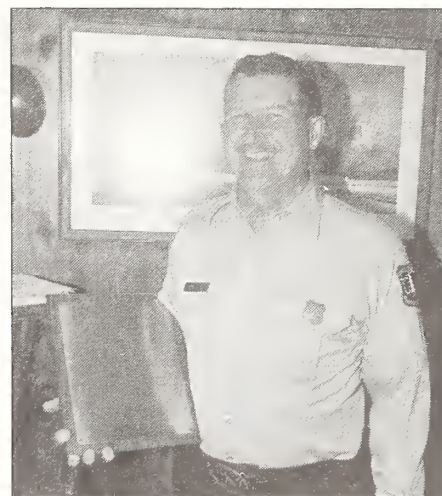
Varilone is on the Board of Directors of the Soda Springs Chamber of Commerce and Chairman of the Gem Community Committee. He writes grants for the city of Soda Springs, is active in community and regional tourism efforts and is a member of the Lions Club and Kiwanis Club. The Soda Springs RD is also the Visitors Center for Soda Springs with Varilone providing emphasis in customer service.

Ranger Varilone has previously received awards for work in volunteerism including a Take Pride in America and a Take Pride in Idaho award in 1990, the "Point of Light" award in 1992 and a 1993 Citation for efforts in promoting volunteerism from the Chief of the Forest Service.

"This is such a thrill," said Varilone. "I just can't tell you how wonderful this feels and how honored I am."

A Forestry graduate of Michigan State University, Varilone worked for the Forest Service on the Salmon, Boise and Targhee NFs in Idaho and as Timber Staff Officer on the Tongass National Forest in Alaska. Tony joined the Caribou NF as District Ranger in 1984.

by Rose Davis  
Public Affairs Specialist  
Caribou National Forest



*Tony Varilone, 1995 Intermountain Region Ranger of the Year.*



Lyn Morelan (left), ecosystem implementation coordinator for the Boise National Forest, receives the Federal Laboratory Consortium's Award for Excellence in Technology Transfer in Seattle in May. Award recipients must demonstrate uncommon creativity and initiative in the transfer of technology and demonstrate benefits with recent achievements. Morelan was also a runner-up for the Chief's Award for Technology Transfer last year.



## Personnel

### BOISE NF

#### Extra Effort

WILLIAM REED, Archaeologist, SO - \$450 for successfully recruiting and mentoring three American Indian Coop Students while providing an informed American Indian perspective on natural resource policy.

#### Appointments

CAROL ROSS, Forestry Technician, Emmett RD.  
CLINT VAN ZILE, Forestry Technician, Emmett RD.  
ROBERT DOBBS, Forestry Technician, Lowman RD.  
LESLIE DIXON, Forestry Technician, Lowman RD.

#### Promotions

LYLE WILKINSON, Appraiser, SO - to Appraiser, Region 3.

### BRIDGER-TETON NF

#### Spot

TAUSHA PROPER, Information Receptionist, Jackson RD - For consistently providing exceptional customer service to the Forest, District and to the public while serving in the Forest Visitor Information Center.  
LYNN JOHNSON, Forestry Technician, Greys River RD - EMPLOYEE OF THE QUARTER - Nominated by his peers for planning, coordinating and supervising construction of a combined Kemmerer/Greys River RD's tree cache. The joint District participation saved several thousand dollars.  
BLAKE DORY, Engineering Equipment Operator Helper, SO - For superb efforts in support of the Fire Prevention Program on the Greys River RD. Your dedication in representing the Forest as Smokey Bear has helped spread the message of Fire Prevention throughout the Star Valley area.

#### Extra Effort

DEAN BURNHAM, Forester, Greys River RD - For excellence in photography leading to first place in the fire and stewardship and second place in the fire categories of the 1995 RO Photography Contest.  
REBECCA FITZWILLIAMS, Forester, Buffalo RD - Exemplary service and dedication in carrying out the duties of chairperson of the Intermountain Civil Rights Action Team (CRAT) from 11/94 to 10/95.  
DANIEL BAUER, Law Enforcement Officer, West Wyoming Zone - For outstanding efforts in developing the law enforcement program on the Bridger-Teton NF. Your dedication during the Presidential visit and on the dispersed camping situation helped promote a positive image of the Agency.  
JAMES MATHIS, Forestry Technician, Jackson RD - For assisting with the documentation of the Dry Cottonwood Creek Fire and for assisting with preparation of the case report.  
GENE SMALLEY, Range Conservationist, Jackson RD - For investigating and documenting the Dry Cottonwood Creek Fire and for preparation of a detailed case report.

#### Time Off

EDELTRAUD HAYS, Accounting Technician, SO - For assistance in covering the fiscal shop while other employees were on furlough.  
SANDRA SEATON, Accounting Technician, SO - For assistance in covering the fiscal shop while other employees were on furlough.

GEORGE WALKER, Supervisory Natural Resource Specialist, NANCY PUSTIS, Rangeland Management Specialist, DIANA LEVASSEUR, Support Services Specialist, BARBARA DUNCAN, Office Automation Clerk, RUTH ANN MILLER, Business Management Assistant, Kemmerer RD - For extra effort and assistance in making the Kemmerer RD Open House a success by coordinating with various local organizations and governments, greeting people, conducting tours of the building and organizing various functions.

#### Promotions

MARGARET GALLAGHER, Forestry Technician, Jackson RD to Supervisory Forestry Technician, Jackson RD.  
WADE BURLESON, Forestry Technician, SO to Supervisory Forestry Technician, SO.  
JOYCE ESKELSEN, Clerk, Big Piney RD to Business Management Assistant, Big Piney RD.  
CAROL HOTCHKISS, Office Automation Clerk, SO to Administrative Management Assistant, SO.

#### Promotions in Place

BRADLEY BRIDGES, Computer Assistant, SO.  
JOHN KUZLOSKI, Social Science Analyst, SO.

### DIXIE NF

#### Spot

DAVID A. BARONDEAU, Forester, Escalante RD - Host of the Year Award - Dave's door is always open and he is ready to listen and help anyone who stops by and never complains about the time people spend in his office.  
VIRGINIA H. JEFFRY, Resource Clerk, Teasdale RD - For outstanding effort in completion of reissuance of grazing permits on the Teasdale RD ensuring accuracy and meeting issuance timeframes.

#### Extra Effort

JEFFRY G. BOTT, Forester, Cedar City RD - "The Unsung Hero Award."  
DAVID R. GRIDER, Rangeland Management Specialist, SO - "The Innovator of the Year Award."

#### Performance Awards

EVAN L. BOSHILL, Wildlife Biologist, Powell RD - For demonstrating superior performance in the issuance of Term Grazing Permits.

#### Length of Service

##### 10 Years

TAMARA L. DRAPER, Support Services Specialist, Teasdale RD.  
ELOUISE A. FOWLER, Purchasing Agent, SO.  
MARIAN JACKLIN, Archaeologist, SO.  
CHEREE F. PADDOCK, Resource Assistant, SO.  
LYLE DWIGHT STONES, Engineering Equipment Operator, SO.  
ROBERT J. FILLMORE, Forestry Technician, Teasdale RD.  
ALLAN DAN STEWART, Range Technician, Teasdale RD.

##### 20 Years

EVAN L. BOSHILL, Wildlife Biologist, Powell RD.  
PHILLIP G. EISENHAUER, Forester, Cedar City RD.  
DAVID R. GRIDER, Rangeland Management Specialist, SO.  
KIM J. SOPER, Forestry Technician, Powell RD.  
ALLAN DAN STEWART, Range Technician, Teasdale RD.

##### 25 Years

JAMES T. BAYER, Soil Scientist, SO.  
ADDIE JEAN BENTLEY, Administrative Officer, SO.  
SANDRA E. KOZAK, Personnel Management Specialist, SO.  
VERN H. ROUNDY, Forester, SO.

W. KENT TRAVELLER, Landscape Architect, Cedar City RD.

#### 30 Years

DAVID F. HARRIS, Range Technician, Powell RD.

#### 35 Years

RICHARD P. WEBSTER, Appraiser, SO.

#### Promotions in Place

ARLENE HEAP, GIS Program Assistant, SO.  
FRANCES C. WILSON, Resource Clerk, Escalante RD.  
VIRGINIA H. JEFFRY, Resource Clerk, Teasdale RD.  
PATRICIA A. LARSON, Resource Clerk Office Automation, Pine Valley RD.  
LLOYD A. BENSON, Supervisory Forestry Technician, SO.  
NANCY A. BRUNSWICK, Landscape Architect, Cedar City RD.  
DONALD L. MOSIER, Forestry Technician, Escalante RD.

#### Reassignments

JOSEPH G. REDDAN, Environmental Coordinator, Powell RD to Environmental Coordinator, SO.

### FISHLAKE NF

#### Spot

KREIG RASMUSSEN, Wildlife Biologist, Richfield RD - \$250 for representing the Forest Service on behalf of the National Demonstration Project, "Seeking Common Ground," at the National Symposium and at the National Rocky Mountain Elk Camp.  
STEVE WINSLOW, Resource Specialist, Beaver RD - \$100 for exceptional dedication and commitment to the Fishlake Employee Action Council from 1993-1995.  
LINDA CHAPPELL, Ecologist, SO - \$100 for exceptional dedication and commitment to the Fishlake Employee Action Council from 1993-1995.  
TRINA RANGLES, Accounting Technician, SO - \$75 for outstanding support as a member of the ADO Payment Team while working on the KACO Complex fires.

#### Extra Effort

LINDA JACKSON, Public Affairs Specialist, SO - \$300 for outstanding leadership as Chairperson of the Employee Action Council for 1994-1995.

#### Group

LYNN FINDLAY, Forester, SO - \$600; LINDA JACKSON, Public Affairs Specialist, SO - \$600; BOB TUTTLE, Supervisory Rangeland Management Specialist, Richfield RD - \$300; SHERI LINN RAMSAY, Fisheries Biologist, SO - \$300; WALLY SHIVERDECKER, Land Use Planner, SO - \$300; BERT LOWRY, Wildlife Biologist, SO - \$200; BETH EDMONDS, Secretary, SO - \$200 - For contributions to improved rangeland management through participation as dedicated members of the Fishlake NF Permit Issuance Grazing Team.

#### Appointments

GEORGIA STEPHENSON, SCSEP Enrollee, Fillmore RD.  
LOWELL DAVIS, SCSEP Enrollee, SO.  
BENNIE GRIFFIN, SCSEP Enrollee, Richfield RD.  
JUANITA GRIFFIN, SCSEP Enrollee, Richfield RD.  
LARRY SAWYER, SCSEP Enrollee, SO.  
WAYNE WEBER, SCSEP Enrollee, SO.  
GINGER MCTIGUE, SCSEP Enrollee, Beaver RD.  
ROBERT ANGELL, SCSEP Enrollee, Richfield RD.  
KENT CHAPPELL, Forestry Technician, Loa RD.  
GLEN CHAPPELL, Forestry Technician, Loa RD.

#### Promotions in Place

VIRGINIA SORENSON, Accounting Technician, SO.  
MARCIA LAY, Procurement Technician, USAC.



# Personnel

JOANN DODDS, Personnel Assistant, SO.

## Reassignments

LOU ANNE HIRSCHI, Computer Specialist, SO, to  
Computer Specialist, Manti-LaSal NF.

## Resignations

MELDON BEUS, SCSEP Enrollee, Richfield RD.  
MABEL DUVAL, SCSEP Enrollee, Beaver RD.

## Retirements

BRUCE MACNEIL, Budget and Accounting Officer, SO.

## HUMBOLDT-TOIYABE NFs

### Cash

LORETTA CARTNER, Mineral Management Specialist,  
Central Nevada Ecosystem, Ely RD - For outstanding  
quality & quantity of work in support of the Humboldt-  
Toiyabe Minerals program.

GARY CAMPBELL, Supervisory Civil Engineer, Eastern  
Zone, Elko - For creativity in approaching problems from  
all angles and often identifying solutions no one has  
thought of, such as the sale under CERCLA for the Rio  
Tinto Site.

SCOTT LAMOREUX, Landscape Architect, Sierra  
Ecosystem, Planning & Monitoring Team - For assisting  
with the Infra Testing/Implementation. Award from the  
RO.

SANDY PURCELL, Computer Specialist, Supply Center,  
Las Vegas - For assisting with the Infra Testing/  
Implementation. Award from the RO.

### Spot

DON EASTIS, Supervisory Forestry Technician, Spring  
Mountains NRA - For providing critical assistance in trail  
signage volunteer project with almost no notice or  
warning.

NANCY STALLARD, Forestry Technician, Spring  
Mountains NRA - For providing quality assistance in  
producing trail signs and allowing volunteer project to  
happen in a short timeframe.

DAN HAWKES, Law Enforcement Officer, Spring  
Mountains NRA - For contributing volunteer time for Las  
Vegas Mountaineers Trail Signage Project, including  
painting signs.

GEORGIA HIGGINS, Accounting Technician, Supply  
Center - For outstanding liaison work with a Type I  
Buying Team in support of the Belli Ranch Fire. Also for  
the professional supply plan package created for the  
buying team and finance section at fire camp.

BRAD DAUGHTERY, Forestry Technician, Northern  
Nevada Ecosystem, Ruby Mountains RD - For reliability  
and extra effort put forth in critical projects and training  
new employees leading to the successful operation of the  
Ruby Mountains Developed Recreation program.

DOUG TOWNER, Forestry Technician, Spring Mountains  
NRA - From the BLM, for excellent work as an interagency  
employee.

DE LOLA APPEL, Resource Clerk, Spring Mountains  
NRA - For outstanding performance in completing a  
special use permit.

SCOTT LAMOREUX, Landscape Architect, Supply Center,  
Sparks - From RO, for assisting with Infra Testing/  
Implementation.

SANDRA PURCELL, Computer Specialist, Supply Center,  
Las Vegas - From RO, for assisting with Infra Testing/  
Implementation.

JUSTIN McDERMOTT, Forestry Aid, Central Nevada  
Ecosystem, Tonopah RD - For outstanding behavior above  
and beyond the call of duty in assisting visitors to the  
National Forest in acquiring medical attention and  
accommodations.

### Extra Effort

LINDA SPRAGUE, Business Management Assistant,  
Central Nevada Ecosystem, Tonopah. RD - For excellence  
in developing an Environmental Education Module for  
elementary school age children and implementing the  
module in schools within Nye County in 1995.  
CYNTHIA FITZGERALD, Budget & Accounting Analyst,  
Supply Center - Forest Supervisor Quality Recognition  
Award.

CHRISTINA ALEJANDRO, Accounting Technician,  
Supply Center - Deputy Forest Supervisor Quality  
Recognition Award.

CHRISTOPHER BUTLER, Hydrologist, Northern Nevada  
Ecosystem, Jarbidge RD - Forest Supervisor Quality  
Recognition Award.

MARY BETH MARKS, Geologist, Northern Nevada  
Ecosystem, Elko - Forest Supervisor Quality Recognition  
Award.

BONNIE COLEMAN, Office Automation Assistant,  
Supply Center - Forest Supervisor Quality Recognition  
Award.

CARMEN FUNSTON, Personnel Officer, Supply Center -  
Forest Supervisor Quality Recognition Award.

LINDA GUY, Civil Engineer, Supply Center - Forest  
Supervisor Quality Recognition Award.

CYNTHIA FITZGERALD, Budget & Accounting Analyst,  
Supply Center - Forest Supervisor Quality Recognition  
Award.

NATALIE LITTLE, Civil Engineer, Supply Center - For  
outstanding performance and dedication in planning,  
oversight and construction of the Bridgeport District  
Bunkhouse.

STEPHEN HALE, Natural Resource Specialist, Sierra  
Ecosystem, Carson RD - For major contributions to the  
success of the Gifford Pinchot "Interpreter of the Year"  
Award ceremony at the 1995 National Association for  
Interpretation Workshop. Award from the WO.

JENNIFER deJUNG, Forestry Technician, Sierra  
Ecosystem, Planning & Monitoring Team - As a member of  
the National Wildfire Coordinating Group Information  
Resources Management Strategy project for incorporating  
the business rules & requirements of the wildland fire  
program into the model and data dictionary. The project is  
expected to produce positive government-wide impacts  
and nationwide benefits to NWCG agencies. This was an  
award given by the U.S. Department of the Interior.  
PATRICIA MAESTES, Resource Clerk, Central Nevada  
Ecosystem, Ely RD - For extra effort and dedication in  
successfully implementing and administering new  
communication site regulations on the Ely RD.

### Forest Supervisor/Deputy Forest Supervisor Quality Recognition Award

DAVID AICHER, District Ranger, Northern Nevada  
Ecosystem, Ruby Mountains and Jarbidge RDs - For a  
quality effort pulling together a horse plan for the H-T on  
a timely basis.

LARRY BENHAM, Forestry Technician, Spring Mountains  
NRA - For quality customer service for providing  
assistance to State Parks I.P. N.F.

AARON DOWNING, Forestry Technician, Spring  
Mountains NRA - For quality customer service for  
providing assistance to State Parks I.P.N.F.

STEVEN HOWELL, Forestry Technician, Sierra Ecosystem,  
Carson RD - For the excellent job and commitment to  
running a top notch fire cache.

GEORGE PERKINS, Natural Resource Specialist, Spring  
Mountains NRA - For quality customer service for  
providing assistance to State parks I.P.N.F.

BONNIE KENNEDY, Personnel Assistant, Supply Center,  
Sparks - For extra effort for All Employees Day.

## Appointments

JEFF RIVERA, Rangeland Management Specialist, Sierra  
Ecosystem, Bridgeport RD.

## Conversions

KERWIN DEWBERRY, Student Trainee Ecology, to  
Natural Resource Specialist, Spring Mountains NRA.

## Promotions

PEGGY O'DRISCOLL, Support Services Supervisor, Sierra  
Ecosystem, Carson RD, to Support Services Supervisor,  
Sierra Ecosystem.

DAVE AICHER, Rangeland Management Specialist,  
Northern Nevada Ecosystem, to District Ranger, Northern  
Nevada Ecosystem, Ruby Mountains and Jarbidge RDs.  
JOHN BURT JR, Computer Specialist, Supply Center, to  
Telecommunications Manager, Supply Center.

TERI HANEY, Support Services Specialist, Northern  
Nevada Ecosystem, Ruby Mountains RD, to Support  
Services Supervisor, Northern Nevada Ecosystem.  
SUSAN FARLEY, Soil Scientist, Eldorado NF, to  
Interdisciplinary Soil/Hydrology, Central Nevada  
Ecosystem.

## Reassignments

CARMELA ROMERO, Co-op Student, Deerlodge NF,  
Jefferson RD, to Co-op Student (Range), Northern Nevada  
Ecosystem, Jarbidge RD.

BOB JIRON JR, Forester, Umatilla NF, North Fork/John  
Day RD, to Forester Sierra Ecosystem, Carson RD.

CLARK ORR, Electronics Technician, Mt. Baker-  
Snoqualmie to Electronics Technician, Supply Center,  
Sparks.

CRAIG NEWMAN, Civil Engineering Student Trainee,  
Cleveland NF, to Civil Engineering Student Trainee,  
Supply Center, Elko.

## Resignations

JOSE BONILLA, Forestry Technician, Spring Mountains  
National Recreation Area.

## MANTI-LA SAL NF

### Cash

JILL DUFOUR, Fisheries Biologist, Ferron/Price RD - \$50  
for outstanding effort as the Forest Coordinator for the  
Continuing Education Ecosystem Management (CEEM)  
Module IV Participants during their time on the Forest.  
DAVID HATFIELD, Land Use Planner, SO - \$1,250 for  
leading the South Manti I.D. Team in an analysis of  
unprecedented scope and scale for the Manti-La Sal NF;  
taking on additional responsibilities to change behavior  
and ensure appropriate participation of team members;  
managing a complex analysis under changing direction of  
law; setting a new standard, fostering benefits in other  
large scale analyses on the Forest.

MARTHA DEFREEST, Civil Engineer, SO - \$500 for  
creativity in transportation planning analysis for the South  
Manti Timber Salvage Sales Project: facilitating discussion  
and resolution of difficult transportation management  
issues which will help save the Forest time and money in  
future analyses; work as a core team member leading,  
organizing, and encouraging extended team members to  
assure their success.

PETER KILBOURNE, Land Use Planning Specialist, SO -  
\$500 for working as a core team member for the South  
Manti Timber Salvage Sales Project, providing GIS and  
database information needs, analyses, and products; using

# Personnel

creativity in managing extensive GIS requests, anticipating needs, and making alternative suggestions to balance accuracy with productivity to reduce project costs; leading meetings when the team leader was absent, and documenting all meetings.

GREG MONTGOMERY, Forester, Monticello RD - \$500 for going above and beyond assigned duties as an extended team member for the South Manti Timber Salvage Sales Project; developing the analysis for forest health, diversity, and productivity as well as economics; helping other team members with questions on vegetation function, composition and structure; attending all core team meetings, requiring extensive commute hours and commitment.

JUDY BEACCO, Forestry Technician, Price/Ferron RD - \$250 for working beyond her responsibilities as a temporary employee on key items necessary for successful completion of the South Manti Timber Salvage Sales Project; editing and office publishing the environmental assessment and decision notice often working late, on her own, and within very tight deadlines; displaying self-initiative, creativity, and leadership in these tasks.

STAN MCDONALD, Archaeologist, SO - \$250 for developing a new method of effects analysis for heritage resources as a part of the South Manti Timber Salvage Sale Project analysis. The method was validated and approved under a memorandum of understanding with the State Historic Preservation Officer and is being used in other analyses, saving the Forest time and money.

CARTER REED, Geologist, SO - \$250 for developing a new method of effects analysis for land stability as a part of the South Manti Timber Salvage Sale Project analysis. The method, based on available scientific research, was used to characterize stability and was field validated. This method will save the Forest time and money in future analyses.

## Promotion

FRED KAMINSKI, Lead Forestry Technician, Price RD.  
JACK ARCHER, Electronic Technician, SO.  
JIM WILLIAMS, Forestry Technician, Moab RD.  
CHARLES JANKIEWICZ, District Ranger, Ferron/Price RD.  
BARBARA BLACKSHEAR, Archaeologist, Sanpete RD.

## Reassignments

LINDA EDMUNDS CASEY, Forestry Technician, from Cleveland NF to Forestry Technician Dispatcher, Moab RD.  
MARK SOMMER, Soil Scientist, Nez Perce NF, Red River RD, to Minerals Management Specialist, Moab/Monticello RD.  
DARLENE LAVELL, Wildlife Biologist, Nez Perce NF, Red River RD, to Rangeland Management Specialist, Moab/Monticello RD.

## Length of Service

### 20 years

ELAINE POLLOCK, Personnel Management Specialist.

## PAYETTE NF

### Spot Award

JOELLA D. BOLLAR, Accounting Technician/Resource Clerk, SO, - \$250 for extra effort and support given to keep the office running smoothly while supervisor was working as AMA at McCall RD.  
CATHERINE PETZAK, Accounting Technician, SO, - \$150 for extra effort and support given to keep the office running smoothly while supervisor was working as AMA at McCall RD.

DEBRA I. RAYBACK, Forestry Technician, New Meadows RD - \$150 for exceptional performance in managing the East Zone Firewood Program with minimal assistance during a period of staff shortages.  
TOM ELLISON, Realty Specialist, SO - \$50 for working outside assigned duties to meet urgent timeframe of salvage sale.  
ERIN ROHLMAN, Forester, SO - \$50 for working outside assigned duties to meet urgent timeframe of salvage sale.

## Extra Effort

JEFFREY F. KAHLER, Civil Engineering Technician, SO - \$150 for maintaining a SAFE attitude and work environment and outstanding safety meeting attendance. For continuing to do the ordering, marking, and distributing of the awards for the last five years even though no longer on the committee.  
MARK KOONTZ, CASEY MAXWELL, and CARL SEIELSTAD, Forestry Technician Smokejumpers - \$250 each for effective and efficient service as McCall Smokejumpers during the 1995 fire season.  
PATRICK WITHEN, Forestry Technician Smokejumper - \$500 for your positive attitude, professionalism, and outstanding performance while serving as a member of the "INFISH" ID Team, March-August, 1995.

## Length of Service

### 10 Years

LAD BATEMAN, Carpenter, Council RD.  
PAM BRACISZESKI, Forester, Weiser RD.  
JOHN BRYNING, Smokejumper, Smokejumper Base.  
SUSAN DIXON, Forester, New Meadows RD.  
SUE DOUGLAS, Forester, Council RD.  
DAVID EDE, Writer-Editor, SO.  
JIM FITZGERALD, Hydrologist, McCall RD.  
MONTE HURD, Forestry Technician, Weiser RD.  
KAY JONES, Fire Retardant Mixer Operator, Smokejumper Base.  
JAY KING, Botanist, Council RD.  
DAVID LECLAIR, Carpenter, McCall RD.  
STEVE MELLO, Smokejumper, Smokejumper Base.  
PATSY MICHEL, Accounting Technician, SO.  
RANDY PEPPERSACK, Land Surveyor, SO.  
RICHARD REHBERG, Forester, New Meadows RD.  
PATRICIA STIEGER, Forestry Technician, McCall RD.  
MICHAEL TYRRELL, Smokejumper, Smokejumper Base.  
SCOTT ANDERSON, Lead Forestry Technician/Smokejumper, Smokejumper Base.  
ELIZABETH CLARK, Cartography Technician, SO.  
BRUCE HEMMINGER, Engineering Equipment Operator, New Meadows RD.  
BRIAN MCLAUGHLIN, Civil Engineer, SO.  
JACK SEAGRAVES, Forestry Technician/Smokejumper, Smokejumper Base.

### 20 Years

TED DEMETRIADES, Forester, SO.  
SAM HESCOCK, Fire Management Officer, Krassel RD.  
BARRY KONCINSKY, Supervisory Forestry Technician, Smokejumper Base.  
JACK PAANANEN, Forestry Technician, New Meadows RD.  
CURTIS SPALDING, Land Management Planning Specialist, SO.  
JOYCE STECKMAN, Purchasing Agent, SO.  
TOM BETZOLD, Land Surveyor, SO.  
TOM ELLISON, Realty Specialist, SO.  
DENNIS GORDON, Soil Scientist, Krassel RD.  
DANIAL HUTER, Forestry Technician, Council RD.  
BRUCE LEAF, Warehouse Worker, SO.  
JON SHAW, Supervisory Forestry Technician, New Meadows RD.  
MIKE STAYTON, Forester, Weiser RD.  
MIKE SUMMERFIELD, Lead Forestry Technician, New Meadows RD.

GREGORY VERGARI, Forestry Technician, Council RD.  
**25 Years**  
STEPHEN DONNELLY, Forestry Technician, Council RD.  
MICHAEL CRAWLEY, Forester, Council RD.  
NEAL DAVIS, Supervisory Forestry Technician, Smokejumper Base.  
ARTA SMITH, Budget Assistant, SO.  
LARRY SWAN, Forestry Technician, McCall RD.  
DIANA TIBBETS, Management and Program Analyst, Weiser RD.

### 30 Years

FREDRICK DAUBER, District Ranger, Krassel RD.  
JERRY GREER, Planning Branch Chief, SO.  
BRENDA CORY, Personnel Officer, SO.  
RALPH GEIBEL, Supervisory Civil Engineer, SO.  
PETER JOHNSTON, District Ranger, Council RD.  
**35 Years**  
GENE BENEDICT, Fire Management Branch Chief, SO.  
RON HAMILTON, Resource Branch Chief, SO.

## Promotions

LYNN DIXON, Forestry Technician, New Meadows RD, to Lead Forester, Sale Administration, New Meadows RD.  
JUDY M. MATHIS, Mail and File Clerk, SO, to Mailroom Assistant, SO.  
PIERRE CAIN, Forestry Technician, Krassel RD, to Engine Operator, Salmon-Challis NF.

## Promotions in Place

VICKI FORD, Support Services Specialist, Weiser RD.  
PAMELA A. KRIGBAUM, Budget Analyst, SO.  
LINDA CRAWLEY, Support Services Specialist, Krassel RD.

## Reassignments

VIANNE K. VISSER, Office Automation Clerk, Smokejumper Base to Office Automation Clerk, New Meadows RD.  
SUZANNE HASELMAN, Lead Forestry Technician, Krassel RD, to Lead Forestry Technician, Helitack Crew Leader, New Meadows RD.  
HOWARD KEMP, Forester, New Meadows RD to Fleet Manager, Engineering, SO.  
ROBERT SHOEMAKER, Lead Forestry Technician, Smokejumper Base, to Supervisory Forestry Technician, Boise NF.  
JAMES ARP, Landscape Architect, Fire, SO, to Landscape Architect, Engineering, SO.  
LAWRENCE KINGSBURY, Archaeologist, Fire, SO, to Archaeologist, Engineering, SO.  
ELIZABETH LUDVIGSEN, Landscape Architect, Fire, SO, to Landscape Architect, Engineering, SO.  
JAMES WINFREY, Archaeologist, Fire, SO, to Archaeologist, Engineering, SO.

## Resignations

LORI K. FLEMMER, Civil Engineering Technician, SO.  
ROBERT PECKHAM, Forestry Technician, New Meadows RD.

## Retirements

RICHARD BELNAP, Fire Management Officer, Krassel RD.  
BRENDA J. CORY, Personnel Officer, SO.

## Transfer Out

STEVEN CARTER, Forestry Technician, Council RD to Clearwater NF.  
JOHN STRIGHT, Lead Forestry Technician Smokejumper, to Bureau of Land Management, Anchorage, Alaska.



# Personnel

TRINA WEITZ, Forestry Technician, Krassel RD to Lewis and Clark NF.  
JAMES R. REES, Wildlife Biologist, Krassel RD, to Wildlife Biologist, Chiloquin RD, Winema NF.  
MORGAN BEVERIDGE, Forestry Technician, New Meadows RD, to Fire Management Officer, U.S. Fish and Wildlife Services, Stafford, Kansas.  
ROBERT RIES, Fish Biologist, SO, to Fish Biologist, Department of Commerce.

## Transfer In

SAM HESCOCK, Fire Management Officer, Krassel RD from Forestry Technician, Chilaquin RD, Winema NF.  
CHRISTINE M. HESCOCK, Wildlife Biologist, Chiloquin RD, Winema NF, to Wildlife Biologist, Krassel RD.  
KATHLEEN WALKER-SMITH, Fisheries Biologist, Nez Perce NF, to Fisheries Biologist, McCall RD.

## SALMON/CHALLIS NFs

### Time Off

ANTHONY BOTELLO, Forestry Technician, North Fork RD - 10 hours for taking the initiative to organize tack, build saddle trees, and construct cross cut saw storage on the North Fork RD.

### Length of Service

#### 5 years

DONNA LEUZINGER, Office Automation Clerk, Middle Fork RD.

#### 10 Years

BRECK HUDSON, Forester, Salmon/Cobalt RD.

#### 20 Years

GEORGE MATEJKO, Forest Supervisor, SO.

#### 25 Years

GLENN SEABERG, Natural Resource Specialist, SO.  
MARIAN BUENGER, Information Assistant, SO.

#### 30 Years

THOMAS BONN, Supervisory Civil Engineering Technician, SO.

## Appointments

FREDERICK BATTLE, Lead Forestry Technician, Challis RD.  
CHRISTY SCHULTZ, Lead Forestry Technician, Challis RD.

## Promotions

NORMAN DOLL, Engineering Equipment Operator, SO, to Lead Engineering Equipment Operator, SO.

## SAWTOOTH NF

### Appointments

TONY DAVIS, Forestry Technician, Twin Falls RD.  
KEVIN RAYMOND, Forestry Technician, Twin Falls, RD.  
COREY REGAN, Forestry Technician, Twin Falls RD.  
PHYLLIS BLACK, SCSEP Program.  
ROBERT SEWELL, SCSEP Program.

### Lateral Assignment

ANDREW LANG, Sawtooth Hot Shot Superintendent to Prineville Hot Shot Superintendent, Prineville, OR.

### Length of Service

#### 5 Years

SHANNA ROBINSON, EDWARD CANNADY, SHERYL OLSON, DEBRA BUMPUS, DAVID GORDON.

#### 10 Years

JULIE THOMAS, WILLIAM C. WHITAKER, II.

#### 15 Years

CARA SCHENK, FRANK CUTLER.

### 25 Years

TERRELL FLETCHER.

### 30 Years

GRANT HENDRIX.

### 35 Years

JAMES W. SIMPSON.

## TARGHEE NF

### Extra Effort Award

JAYNE CARDENAS, Civil Engineering Technician, SO - For outstanding contributions in increasing public and employee awareness and understanding about the Targhee Draft Plan Revision and for additional initiative in preparing the first two chapters of the EIS within a short time frame.

### Group Awards

SHANA G. MILLER, Budget Analyst, SO; JOSLYN KOPP, Resource Assistant, Palisades RD; LORENE PARKER, Resource Assistant, Island Park RD; MEGAN BOGLE, Forester, Teton Basin RD; J.C. STIMPSON, Range Technician, Teton Basin RD - Following the resignation of the range conservationist, there were numerous range program tasks to be accomplished in a short amount of time. The people cited in this award worked individually on their own initiative, and in some cases collectively, to identify the urgent needs for the program and see that they were accomplished.

BUD ALFORD, Wildlife Biologist, Palisades RD; LEON BLEGGI, Civil Engineering Technician, SO; DAWNETTE COWAN, Accounting Technician, SO; GARY DEAN, Fish Biologist, Palisades RD; MARTHA DELPORTE, Natural Resource Specialist, Ashton RD; DEAN HATHAWAY, Engineering Technician, SO; FRED KINGWILL, Public Affairs Specialist, Bridger-Teton NF; MARK ORME, Wildlife Biologist, SO; DALE PEKAR, Supervisory Land Management Planner, SO; ALAN SILKER, Supervisory Natural Resource Specialist, SO; FRED STRAUS, Land Use Planning Specialist, SO - For outstanding contributions to increasing public and employee awareness and understanding about the Targhee Draft Plan Revision.

LYNN BALLARD, Natural Resource Specialist, SO; MEGAN BOGLE, Forester, Teton Basin RD; CAROL CUSHING, Supervisory Land Use Planning Specialist, SO; DAVID DILLARD, Forester ADM, Teton Basin RD; EDWARD FISCHER, Land Use Planning Specialist, SO; CONNIE HURST, Information Assistant, Dubois RD; MARSHA PHILLIPS, Program Manager, SO; LINDA WARD, Writer Editor, Caribou NF; DION WILSON, Office Automation Clerk, Island Park RD; JACKIE YOUNG, Administrative Clerk, SO - For outstanding contributions, as a member of the Public Involvement Team, in increasing public and employee awareness and understanding about the Targhee Draft Plan Revision.

### Performance Award

EUGENE MCGREGOR, Forestry Technician, Teton Basin RD - For sustained superior performance during fiscal years 1988-1995, which included periods of fire duty, including overhead team work of value to the Intermountain Region and other areas of the nation.

### Time Off

KONIE GARDNER, Personnel Clerk, SO - For high level of enthusiasm and desire to take on the duties and responsibilities of the Acting Supervisory Personnel Assistant for over one month. Excellent decisions made and great effort.

### Reassignments

MARK ORME, Wildlife Biologist, Planning Staff, SO to Wildlife Biologist, Ecosystem Management Staff, SO.  
MARSHA PHILLIPS, Program Manager, SO to Manpower Development Specialist, SO.  
SHANA MILLER, Support Services Specialist, Teton Basin RD to Budget Analyst, SO.  
ROBERT SPECHT, Botanist, SO to Supervisory Natural Resource Specialist, Teton Basin RD.

### Resignation

GREG SORENSON, Rangeland Management Specialist, Teton Basin RD.

## UINTA NF

### Cash

DOUG PAGE, Forester, Heber RD - \$500 for providing leadership in restructuring the vegetation management group for the Uinta, Ashley, & Wasatch-Cache NF's.  
ROBYN FITZGERALD, Support Services Supervisor, Heber RD - \$500 for development of the consolidated budget process for Heber & Kamas RDs.  
JAMES PERCY, Rangeland Management Specialist, Heber RD - \$500 for meeting unscheduled due dates in development of CUP Completion Act project proposals.  
BARBARA FRANANO, Fishery Biologist, Heber RD - \$500 for meeting unscheduled due dates in development of CUP Completion Act project proposals.  
STEVE SMITH, Rangeland Management Specialist, Heber RD - \$500 for providing leadership in issuing grazing permits on the Heber RD.  
BRENT SPENCER, Forester, Heber RD - \$500 for providing leadership in development of a concessionaire program for campground management.  
DAVE HATCH, Landscape Architect, Uinta NF - \$200 for outstanding work with the R-4 scenery management system.

### Conversions

ROBBIE MCABOY, Student Trainee-Forestry, Uinta NF, to Forester, Spanish Fork RD.

### Resignations

KATHERINE FOREMAN, Personnel Assistant, Uinta NF.

### Reassignment (Transfers In)

Dave Goodin, Forestry Technician, Los Padres NF, to Forestry Technician, Heber RD.

# Region

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## Some Tips on Kinds of Photos to Submit to the Reporter

### ✓ **AWARD RECIPIENTS**

Try to get shots of people actually doing what they were awarded for as opposed to handshake shots or holding their award.

### ✓ **GROUP ACTIVITIES**

Get frontal shots of the group doing the activity your article is about. Avoid "backside" shots.

### ✓ **SPEAKER SHOTS**

Especially those of the speaker in front of a podium are rather boring and don't tell a story. *Be creative.*

### ✓ **ACTION SHOTS**

Instead of posed shots.

### ✓ **BACKGROUNDS**

Be aware of backgrounds and what else is in photo range—that you don't necessarily want a photo of—backs of heads, reflections, anything that would distract from subject.

Remember, black and white is preferred, but color photos and slides are fine.

